



**2015 SUMMER
LEADERSHIP INSTITUTE
JULY 20-22
PROVIDENCE, RI**

**EMBRACING THE FUTURE:
*Treading Water or Making Waves with Smart Change?***



WELCOME

2015 SUMMER LEADERSHIP INSTITUTE | PROVIDENCE, RI | JULY 20 - 22

Dear Summer Leadership Institute Attendees,

Welcome to Providence, Rhode Island, situated at the mouth of the Providence River and Narragansett Bay in one of the oldest cities (founded 1636) in the United States. Providence is nicknamed the “Creative Capital” because of its educational resources (7 institutions of higher learning) and arts community!

We hope that you will take every opportunity to learn new and ‘creative’ ways to face and embrace the future as part of The Arc’s movement across the country. We are indeed all about “Making Waves with Smart Changes”!

Workshops include such topics as How Successful Non-profits Link Strategy to Successful Leadership Development, Creating a Culture of Appreciation and Recognition, Advancing Employment for Individuals with I/DD, and more. But equally important is the opportunity for you to network and get to know fellow executives and senior managers. Share your ideas, questions, and solutions!

Our attendance is the best ever, with over 200 leaders, 70 of whom are ‘first time attendees’! A special welcome to you, and please take advantage of our ‘SLI Buddies’ match-up of newer, more experienced executives.

Finally, a special thanks to our Summer Leadership Institute Committee and the staff of The Arc of the United States for putting together this fun venue, quality program, and excellent training opportunity!

Sincerely,



Timothy Hornbecker

NCE Chair, Board Member of The Arc US,
Chief Development Officer,
The Arc Alameda, CA



Karen Grady

NCE SLI Chair, Executive Director,
The Arc of Lehigh and Northampton
Counties, PA



National Conference of Executives of The Arc



For people with intellectual
and developmental disabilities

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Kate Rollason, Regional Rep 5
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The Arc of Central Chesapeake, MD



Christopher Stewart, Regional Rep 1
President/Chief Executive Officer
The Arc of Jefferson County, AL



Kevin Fish, Regional Rep 4
Executive Director
The Arc of Sedgwick County, KS



*Regional 1: AL, FL, GA, MS, NC, SC
 Regional 2: CT, MA, ME, NY, RI
 Regional 3: IA, IL, IN, MI, MN, WI
 Regional 4: AR, KS, KY, LA, MO, ND, NE, OK, SD, TN, TX, WY
 Regional 5: DC, MD, NJ, OH, PA, VA, WV
 Regional 6: AK, AZ, CA, CO, HI, ID, NM, OR, UT, WA*

SCHEDULE

2015 SUMMER LEADERSHIP INSTITUTE | PROVIDENCE, RI | JULY 20 - 22

MONDAY, JULY 20

8:00 AM – 9:00 AM

Symphony Foyer & Ballrom
Breakfast with the Board

9:15 AM – 10:45 AM

Symphony Ballroom
Facing The Future: How Successful Non-Profits Link Strategy to Successful Leadership Development | What's Your Plan A For Growing Future Leaders

Kirk Kramer

On every CEO's "worry list" is whether they have the leaders the organization needs to thrive in the future. Will current managers be ready to step up? If not, then what? While most leaders face this challenge and are making progress, few are comfortable that they know the full set of steps to take in order to put their worries to bed. In this session, Bridgespan will share findings from its guide, Nonprofit Leadership Development: What's Your "Plan A" for Growing Future Leaders? The session itself will be an opportunity for attendees to reflect and identify essential steps to building best practices within their organization.

11:00 AM – 12:15 PM

Symphony A
CEO's Role in Board Governance
Vernetta Walker

How do chief executives navigate the

delicate minefield of setting boundaries while also fostering trust, respect, board engagement and accountability? Two words: "constructive partnership." Successful chief executive-board relationships are carefully negotiated to balance power, authority, and leadership; but, in many boardrooms, that is easier said than done.

11:00 AM – 12:15 PM

Symphony B
Aging Caregivers and the Adults with I/DD who Live with Them: How do we find them? How do we talk to them? How do we talk about the critical need to support them?

Kristen McKiernan, Robin Shaffert

Last year, The Arc launched the Center for Future Planning to support and encourage families that include adults with I/DD living at home with their aging caregiver parents to plan for the future. But, how do we find these 600,000 – 700,000 families that have no plan in place? Let's work collaboratively to answer the following questions:

- How do we update the classic tools to reach these families offline?
- How do we strengthen our partnerships with organizations serving seniors?
- What role can faith communities play?
- How do we work with the new movement to support seniors to age-in-place through neighborhood villages?
- What is our messaging with the media?
- How do we get the media to work with us in a way that doesn't increase fear?

Once we have reached these families, how

can we work together to support and encourage these families to plan for the future?

Learn about the training program The Arc is developing with the University of Illinois, Chicago for staff at chapters of The Arc to develop skills to help these families plan for the future.

The workforce has changed, and so have the expectations of government. How do we improve to meet the challenge of today's workforce? George Suess, CEO of The Arc of Delaware County, NY and best-selling author, will share two tips he has found to be essential for finding the right people, helping them reach peak performance and increasing the likelihood of longterm retention.

11:00 AM – 12:15 PM

Beethoven

Dreaming, Expecting and Planning:
Beyond the Group Home

Amy Hewitt

Most adults in the U.S. do not dream, expect or plan to live in a group home with 3-7 other people. We all eventually choose with whom and where we want to live. These choices are not the reality for the overwhelming majority of people with intellectual and developmental disabilities and their families. This session will provide a national overview of residential services for people with I/DD. More importantly it will share creative models used in some states and within some provider organizations that illustrate options beyond the group home for people with I/DD.

1:45 PM – 3:00 PM

Symphony B

Making Choices: The Latest in
Guardianship Reform and Supported
Decision-Making

Tina Campanella, David English

David English, Chair of the American Bar Association's Commission on Law and Aging, and Tina Campanella, CEO of Quality Trust, which leads the National Resource Center on Supported Decisionmaking, will join Marty Ford, The Arc's Senior Executive Officer for Public Policy, to review the basics of guardianship and the theory of supported decisionmaking. Panelists will discuss the most current thinking on how these systems are evolving to promote self-determination. Marty will also discuss The Arc's current position statement on Guardianship, as well as how The Arc is participating in guardianship reform and supported decisionmaking efforts.

12:30 PM – 1:30 PM

Lunch on your own

1:45 PM – 3:00 PM

Beethoven

Two Big Tips for Improving Your
Recruitment and Selection Process

George Suess

1:45 PM – 3:00 PM

Symphony A

Creating a Culture of Appreciation, Pt 1
Christopher Littlefield

A study conducted by the U. S. Department of Labor found that the number one reason employees gave for leaving their job was the "lack of appreciation." Losing key

employees not only impacts our ability to provide services to our clients, but it has financial implications as well. It is estimated that it costs 1.5 times an employee's yearly salary just to replace them. Stop losing key employees by learning to build and maintain a culture of appreciation in your organization.

In Part One, attendees will examine barriers to creating a culture of appreciation in their organization by engaging in interactive and hilarious activities. They will learn how to avoid management pitfalls and the key causes of personal and employee burnout. They will also gain skillsets to help maintain personal motivation for themselves and their employees.

3:30 PM – 5:00 PM

Symphony A

Creating a Culture of Appreciation, Pt 2

Christopher Littlefield

In Part Two, leaders will learn what each of their employees want and how to give it to them. They will learn the key elements of engagement and how to infuse them into their chapters with little or no cost. Leaders will walk out of this session equipped with tools to ensure their employees feel appreciated and valued. (Please note the two sessions are designed to build upon each other, but missing one session does not limit you from attending the other.)

3:30 PM – 5:00 PM

Mozart

Medicaid Managed Long-Term Services and Supports: Updates from the States and the Federal government

Rachel Patterson

This presentation will provide an overview

into recent trends and the current status of states as they move toward implementation of managed care in Medicaid long-term services and supports. Following the overview, the presentation will dive into the new proposed federal regulation on managed care in Medicaid, including beneficiary protections, network adequacy, and other standards important to people with disabilities.

3:30 PM – 5:00 PM

Symphony B

World Cafe

Learn, interact, and network with peers and national staff about the following topics:

- Public Policy
- Research and Evaluation
- Employment
- The Arc's Chapter and Leadership Development Program
- Diversity and Cultural Competence

5:30 PM – 10:00 PM

Newport Mansion

*Tour & Clambake**

A bus tour along the famed seven mile drive will guide you as you discover the beauty of the Gilded Age of Newport's famed mansions, including a tour of the grandest of all of the summer "cottages," The Breakers. This villa became the symbol of the Vanderbilt family's social and financial preeminence in turn-of-the-century America. A delicious clambake dinner overlooking Newport's prided Easton's Beach will conclude the evening at The Atlantic Beach Club.

* This is a ticketed event

TUESDAY, JULY 21

8:00 AM – 8:30 AM

Symphony Ballroom and Foyer
Continental Breakfast

8:30 AM – 10:30 AM

Symphony Ballroom
National Trends in Employment for
Individuals with I/DD

**Anthony Antosh, John
Butterworth, Anne Raish,
David Mank**

With the passage of the Workforce Innovation and Opportunity Act, ongoing activity to enforce the Americans with Disabilities Act (ADA) and subsequent Olmstead Decision in several states and implementation of the Home and Community Based Settings (HCBS) Rule, access to integrated employment has become increasingly more important across the nation. This panel will discuss national trends in employment from several different perspectives – demographics and research, the impact of legislation and policy, ADA and Olmstead enforcement, and implementation and impact of the comprehensive Rhode Island consent agreement.

11:00 AM – 12:00 PM

Symphony B
Advancing Employment for
Individuals with I/DD
Jonathan Lucas, John Butterworth

The session will give an overview of the goals and focus of the new Rehabilitation Research and Training Center on Advancing Employment for Individuals with I/DD. The Arc is a partner in the implementation of the Center. While the introduction of the Employment First policy in over 30 states provides a vision for practice and expectations, they do not guarantee Employment First practice, nor do they

improve individual and family access to, and navigation of, services and information. This session will frame a holistic model for approaching change that addresses:

- Individual and family engagement and support;
- Consistent implementation of best practices in employment support;
- Community rehabilitation provider rebalancing of resources and priorities, and
- State agency policy and strategy and invite conversation about the focus and key elements of creating change.

11:00 AM – 12:00 PM

Beethoven
HCBS Settings Rule Update
Patricia Nobbie, John O'Brien

We are 16 months into the implementation of the Home and Community-Based Settings Rule. How are states doing? What does planning toward compliance with the Rule look like across the country? What are some of the challenges states are facing? What tools are available to assist states? In this session representatives from ACL and CMS will provide an overview of implementation at this point in time, highlight successful strategies and practices included in state transition plans and suggest some strategies for engaging families, recipients and providers in this important on-going process.

11:00 AM – 12:00 PM

Symphony A
What Great Managers Do Differently
Jim Triandiflou

More than 70 percent of workers said they do not use their strengths every day in their job. In other words, they don't get to do the things they are good at... the things they love to do. Instead, they are asked to do work that requires skills that drain

them of their energy rather than fueling their passions. And if that's not bad enough, management practice over the last 50 years has been to urge employees to improve their weaknesses. Performance reviews are exercises in telling talented employees to get better at things they will likely never be good at. And even if they do get better, they will never be GREAT at tasks that do not tap into their strengths. Guess what? Great managers do not work this way. Join Jim Triandiflou, CEO of Relias Learning, and learn exactly what makes a great manager and a strong workforce by discovering the actions that set great managers apart, identifying the most important aspects of employee development, and acquiring practical steps to successfully engage employees.

12:15 PM – 1:15 PM

Lunch on your own

1:30 PM – 2:45 PM

Symphony B

Transforming Employment in Rhode Island

**Anthony Antosh, Kim Einloth,
Donna Martin, Kiernan O'Donnell,
Victoria Thomas**

In April of 2014, the State of Rhode Island and the United States Department of Justice signed an agreement to increase access to employment in integrated settings for adolescents and adults who have an intellectual disability. Since this agreement, both school districts and adult service providers have begun to transform how they implement employment services and supports. A panel of presenters will discuss some of the highlights of this transformation process: a redesigned approach to transition and the system of supports for adults, strategies that have been effective in increasing access to integrated employment, and strategies targeted towards adults who have had minimal exposure to integrated employment. Additionally, an attorney for the

Department of Justice will discuss highlights of the consent agreement.

1:30 PM – 2:45 PM

Mozart

Creating a Culture of Leadership Development & Organizational Sustainability

Thomas LaSalvia

Succession planning for all senior managers expands the depth and availability of experienced and capable employees who are prepared to assume key leadership roles as they become available. For new CEOs, this workshop provides tools for an interactive review of your management team. In this session, practical tools and skills will be presented and discussed to:

- Identify backup designees for key roles and responsibilities and perceived and real gaps in support of key functions;
- Identify cross-training needs to expand core competencies and prepare designated backups;
- Identify key relationships held by individuals to mitigate risks to the organization due to planned or unplanned absences; and
- Identify cross-training opportunities for key personnel to improve retention and boost morale by engaging in proactive talent management.

1:30 PM – 2:45 PM

Symphony A

Building and Training a Fundraising Board

Michele Berard

Research shows that there is a direct and positive correlation between nonprofit boards that participate in fundraising and organizational fundraising success. So, why do so many nonprofits struggle with engaging their board members in fund development? The answer: while these

individuals are brilliant and experts in their own fields, they are not experts in nonprofit governance and fundraising. The solution: we need to train them. In this interactive session we will discuss (1) the research proving the efficacy of board members and fundraising, (2) how to train board members in fundraising, and (3) how to motivate them to enjoy fundraising for your nonprofit.

1:30 PM – 2:45 PM

Beethoven
Pathways to Justice
Leigh Ann Davis

The Arc's National Center on Criminal Justice and Disability (NCCJD) is a national training and technical assistance center funded by the Bureau of Justice Assistance. Leigh Ann Davis, Program Manager of NCCJD, will provide an overview of the center's accomplishments since opening its doors in September of 2013 and discuss future goals. A primary task of the center is to provide effective, sustainable training on disability issues for the criminal justice community. This is being achieved through the Pathways to Justice™ training program, a one-day train-the-trainer session, that brings together three target audiences (law enforcement, lawyers and victim service providers) and the disability community in one room, to learn about the unique challenges people with I/DD face in the criminal justice system as both victims and suspects/offenders. Once the training is finalized in October, chapters will be able to request Pathways to Justice™ trainings and be supported to develop "Disability Response Teams" in order to sustain training efforts. This session will provide information about how chapters can get involved in this exciting initiative and become champions for justice in their own state or community.

3:00 PM – 4:15 PM

Symphony A
From Diversity to Inclusion in Philanthropy
Leah Eustace

Join Leah Eustace as she shares thoughts on leading and managing a nonprofit organization in light of our increasingly diverse communities. She'll share some of the learnings from the Inclusive Giving Project in Ontario, a project undertaken by the Association of Fundraising Professionals (AFP) Foundation for Philanthropy - Canada (of which Leah is Chair). The project brought together donors, fundraisers, volunteers and charity leaders from twelve different communities to share insights about the giving traditions and interests of emerging philanthropic groups across the province. A second phase of the project, announced earlier this year, will build on the first by creating a pipeline of diverse fundraising leadership through specialized training, education and mentorship opportunities for new and mid-career fundraising professionals from underrepresented communities. Leah will share the training and educational materials developed through the project, including tools that can help us engage our incredibly diverse communities with meaning and sincerity. In particular, she'll focus on the outcomes of the project's work with people with disabilities.

3:00 PM – 4:15 PM

Symphony B
Town Hall: Mapping the Future of Employment Services
Jonathan Lucas, Amie Lulinski

Following the day's presentations on employment trends resulting from the Workforce Innovation and Opportunity Act (WIOA), Americans with Disabilities Act (ADA), Olmstead enforcement, and Home and community-based services (HCBS) Settings Rule implementation, this interactive session will allow time for a facilitated dialogue among attendees related to advancing opportunities for competitive, integrated employment for people with I/DD throughout The Arc's network. Participants are encouraged to come ready to share their experience with organizational change and

how they have overcome systemic barriers, as well as to brainstorm creative business solutions. This session is open to those who wish to engage in a productive discussion on the future of employment, whether they are just beginning to think about non-traditional employment services or have successfully transitioned their services into a model resulting in competitive, integrated employment for people with I/DD.

3:00 PM – 4:15 PM

Beethoven
Increasing Membership in The Arc
Tony Anderson

Is membership just a relic of the past, or is it essential to building a powerful and effective organization, association, and movement? Do you truly understand the value of your chapter to your current and potential members, and can you define that value clearly? Knowing your constituency is very important. Do you engage in activities to increase your understanding of who they are and what they want? Why should people join? What are the reasons for *not* joining your chapter and what are the compelling examples to counter those reasons? Members who don't engage don't increase personal value or increase value for the other members. Join Tony Anderson for an exploration of these questions and more. Let's have a conversation on what membership really means to us as leaders in The Arc movement.

3:00 PM – 4:15 PM

Mozart
CEO Succession Planning
Thomas LaSalvia

For the leadership of most nonprofit organizations, it is a challenge to raise succession planning to the appropriate

level of attention. And yet, a CEO/Executive Director transition is exactly the time at which the organization is vulnerable and prudent business planning would include succession planning and internal leadership development. This session will:

- Discuss the core elements of organizational sustainability with a focus on CEO/Executive Director succession and transition planning;
- Present and discuss tools and best practices for engaging the Board of Directors in the process; and
- Help organizational leaders strengthen the capacity of their organizations, especially those organizations that may be facing a chief executive or other senior leadership transition in the near future.

Attendees will walk away with succession planning priorities for their specific organization and tools to address those priorities.

4:30 PM – 5:20 PM

Symphony Ballroom Foyer
Closing reception

7:00 PM – 9:00 PM

Historic Federal Hill
Dinner and Wine Tasting*

Historic Federal Hill is the “Heartbeat of Providence” and is dedicated to the Italian immigrants who gathered here as community. Today it remains a place of charm, warmth, and hospitality to all who experience the “Hill”. Zooma Trattoria Executive Chef Marcello Florio and Cultural Manager Armando Bisceglia will take you on a journey of the different regions of Italy by experiencing regional wine, food, music and art. Staff and chefs will demonstrate food preparation techniques that have been in use for centuries in Italy.

WEDNESDAY, JULY 22

7:30 AM – 8:00 AM

Symphony Ballroom and Foyer
Continental Breakfast

8:00 AM – 9:00 AM

Symphony Ballroom
Executive Role in Federal Public Policy
and Cultivating Congressional Support
Marty Ford

Over the last few years, the disability community has lost several key Congressional champions. This session will focus on the state and local chapter role in federal public policy, including cultivating new champions who can advance the interests of people with I/DD in the US Congress. Marty Ford of The Arc, will present information about the current situation in Congress, and Kim Keprios of The Arc Greater Twin Cities, and Steven Kroll of NYSARC, will present ideas and observations from their local and state positions, respectively.

9:15 AM – 10:15 AM

Symphony Ballroom
Housing Presentation
John Padien III, David Pride

The Arc of Blackstone has been in the housing business for over 30 years. Learn how the organization developed its housing subsidiary, which now manages over 300 housing units. John Padien III, CEO of The Arc of Blackstone Valley and the Housing Consultant David Pride will discuss how to build a housing development organization, the pitfalls to avoid, and the benefits of developing housing as a program of The Arc.

10:30 AM – 12:00 PM

Symphony Ballroom
Fundraising in the 21st Century
Michele Berard

Nonprofit fundraising is very different today than it was 20 years ago. Just like our organizational missions, fundraisers and nonprofit leaders need to be nimble and evolve their practices based on environmental changes and donors' perspectives. This keynote presentation will review the basic tenets of philanthropy while incorporating a framework on 2015 fundraising. We will discuss the myths and obstacles of current fundraising and provide tactics and suggestions so you can overcome.

12:30 PM – 5:00 PM

Haydn
State Executives Directors Meeting

SPEAKERS

2015 SUMMER LEADERSHIP INSTITUTE | PROVIDENCE, RI | JULY 20 - 22



Amie Lulinski

Director of Research and Evaluation, The Arc, DC

Amie Lulinski, Ph.D., is the The Arc's Director of Research and Evaluation. Amie has worked with and for individuals who have Intellectual and Developmental Disabilities (I/DD) and their families since 1995, beginning with serving as a direct support professional at the McLean County Arc in Illinois. Prior to joining The Arc's national office in 2014, Amie served as Senior Research Specialist in Developmental Disabilities at the Institute for Disability and Human Development, Illinois' University Center for Excellence on Developmental Disabilities, at the University of Illinois at Chicago, where she also earned a Ph.D. in Disability Studies, and currently serves as Adjunct Assistant Research Professor.



Anthony Antosh

Founding Director, Paul V. Sherlock Center on Disabilities, RI

Anthony Antosh, Ed D., is the founding Director of the Paul V. Sherlock Center on Disabilities, Rhode Island's University Center for Excellence on Developmental Disabilities and Professor of Special Education at Rhode Island College. Dr. Antosh has written and presented on a variety of program areas including family support, augmentative communication, inclusive education, transition, positive behavioral supports, adult services and supports, and integrated employment. He was the lead author for the Association of University Centers on Disability (AUCD) publication,

A Collaborative Interdisciplinary, Interagency Approach to Transition from Adolescence to Adulthood. He has served on several legislative commissions and on the board of directors of multiple community, state, regional, and national organizations including service as president of AUCD. He has an extensive history of advocacy, and was a member of the court appointed monitoring committee for the class action suit that resulted in the 1994 closing of Ladd Center.



Amy Hewitt

Director, Research & Training Center on Community Living, University of MN

Amy Hewitt, Ph.D. is the Director of the Research and Training Center on Community Living, at the University of Minnesota. She is also Associate Director of Institute on Community Integration and the Associate Director for the Minnesota Leadership Education in Neurodevelopmental and Related Disabilities (LEND). She directs several federal and state research, evaluation and demonstration projects in the area of community services for children and adults with intellectual and developmental disabilities, including autism. She is currently the President of the American Association on Intellectual and Developmental Disabilities (AAIDD) and is on the Board of Directors for The Arc Greater Twin Cities and The Arc of Minnesota



Anne Raish

Deputy Chief, Disability Rights Section and Civil Rights Division in the U.S. Department of Justice (DOJ).

Anne Raish has been with the Disability Rights Section since 2010, serving as a trial attorney before being appointed as a Deputy Chief. At DOJ, Anne's work has focused on enforcing the integration mandate of the Americans with Disabilities Act. She has worked on a variety of cases involving the unnecessary institutionalization of persons with disabilities and has worked with states implementing settlement agreements reforming service systems for persons with mental health disabilities. Prior to joining the Civil Rights Division, Anne was a counsel with the New York law firm Paul, Weiss, Rifkind, Wharton & Garrison LLP.



Christopher Littlefield

Founder, AcknowledgementWorks, Chile

Christopher Littlefield, the founder of AcknowledgementWorks, is based jointly in South America and the United States. For the last six years, Chris has conducted over 400 street interviews and completed numerous studies around the globe in order to understand what employees need to feel valued at work. His findings have been translated into workshops and coaching services geared toward helping leaders develop the skills and self-awareness necessary for producing extraordinary results. AcknowledgmentWorks clients include Fidelity Investment, Kraft Foods, Metlife Insurance, the United Nations, and the US State Department. Chris was also a speaker for TEDxBeirut 2012.



David English

Professor, University of Missouri School of Law, MO

Professor David English teaches Estates and Trusts, Estate Planning and Taxation, Elder Law and Fiduciary Administration at University of Missouri School of Law. He is co-author of a three-volume treatise, *Tax, Estate & Financial Planning for the Elderly*, and co-author of the books *Fiduciary Accounting and Trust Administration Guide*, *Wills, Trusts and Estates*, and *Principles of Wills, Trust and Estates*.



David Mank

Director, the Indiana Institute on Disability and Community, Indiana University, IN

David Mank, Ph.D., is the Director of the Indiana Institute on Disability and Community at Indiana University, Indiana's University Center for Excellence on Disabilities, and Professor in the School of Education. As a writer and researcher, Dr. Mank has an extensive background in the education and employment for persons with disabilities. He has authored and coauthored numerous interests also include transition from school to work and community living.



David Pride

Principal of The Pride Development LLC, VT

David Pride brings over 28 years of real estate planning and development experience. David has extensive experience working with not-for-profit developers and the resources necessary for the creation of affordable housing and other community development initiatives. Mr. Pride holds a Master's Degree in Regional Planning and

a Bachelor's Degree in Landscape Architecture from the University of Massachusetts, Amherst. As a real estate development consultant since 2008, David has continued to develop affordable housing and assist with other community development initiatives in Rhode Island, Vermont, Massachusetts, and in New Hampshire. His company is currently working on over 15 real estate development projects throughout New England, totaling over 450 units of new and rehabilitated housing and community facility space.



Jim Triandiflou

Chief Executive Officer, Relias Learning, NC

Jim Triandiflou joined Relias Learning, the leading provider of online training for human services organizations, as CEO in July of 2012. This is Jim's third CEO position with high growth technology companies. He speaks regularly on SaaS, sales effectiveness and the value of sales management. Jim holds a B.S. in Marketing from State University of New York College at Oswego and an MBA from the Arizona State University Carey School of Business.



Donna Martin

Executive Director, Community Provider Network of Rhode Island, RI

Donna Martin has provided supports and services to people with developmental disabilities for thirty years. During that time, she has held positions at every level of service provision in the field. Most recently, Donna has served as the Executive Director of the Community Provider Network of Rhode Island for the past ten years.



John Padien III

Chief Executive Officer, The Arc of Blackstone Valley, RI

John J. Padien III is the CEO of The Arc of Blackstone Valley (BVC), Blackstone Valley Development Corporation and Executive Director of Independence Square Foundation (ISF). He has over thirty years of experience working in the nonprofit world. John began his work with nonprofits while serving as Program Director of The United Cerebral Palsy Association from 1978 to 1983. He also worked as a fundraiser, employee and volunteer working on 19 National Cerebral Palsy telethons.



George Suess*

Chief Executive Officer, The Arc of Delaware County, NY

George Suess has worked with individuals with intellectual and developmental disabilities for over 40 years. He has been employed by The Arc of Delaware County, NY (Delarc) for 35 years, and has served as CEO for the past 28 years. Delarc supports over 300 children and adults daily and another 100 annually through an array of day and residential services. George has written three best selling books published by Delarc: *Shift Happens . . . Making the Shift to Proactive Behavior Management*; *Vantage Point . . . A Dynamic Approach to Employee Orientation*; and *Welcome to Caring Without Restraint*.

In 1984, John became Executive Director of Independence Square Foundation, a not-for-profit organization that provides office space to other nonprofits for below-market-value rent. In his 25 years at ISF, John has overseen the construction and renovation of over 500,000 square feet of program, office and residential space for nonprofit organizations.

John became CEO of The Arc of Blackstone Valley in 2006. BVC has over 250 employees and provides services to over 300 clients and their families. Through this position, he has overseen the construction and merger of more than 300 housing units in the Providence and Blackstone Valley areas.

In 1975, John received his B.A. from Niagara University in New York.



Jonathan Lucus

*Managing Director,
Employment &
Transition Services,
The Arc, DC*

Jonathan Lucus is the Managing Director of Employment and Transition Services at The Arc. He received his Master's in Public Administration from the University of North Carolina at Greensboro, and certification of Russian language and culture from Lomonosov Moscow State University. Jonathan brings over fifteen years of program administration experience that has supported marginalized populations. Before coming to The Arc, he oversaw a national technical assistance program for the U.S. Office of Refugee Resettlement. During this time his work on integration and workforce development was recognized as an international best practice by the U.N. Commissioner for Refugees. He has written language for Congressional legislation that was passed into law, and has provided consultation to the United Nations, European Union, Department of State, Department of Health and Human Services, and various countries around the world.



John O'Brien

*Senior Policy Advisor,
Disabled and Elderly
Health Programs
Group at the Centers
for Medicare and Medicaid
Services, DC*

Previously, John O'Brien was the Senior Advisor to the Administrator on Health Care Reform at the Substance Abuse and Mental Health Services Administration (SAMHSA). John was the Director of several national projects funded by the Robert Wood Johnson Foundation to develop strategies for coordinating funding for human services from federal, state and local dollars.



Kiernan O'Donnell

*Vocational
Coordinator,
Fogarty Center, RI*

Kiernan "Kie" O'Donnell is a Rhode Island native who has been working in Supported Employment for nine years. Currently, Kie serves as the Vocational Coordinator for The Fogarty Center, focusing on conversion and systems change. Kie also serves as the Rhode Island Association of People Supporting EmploymentFirst (APSE) Co-President, on the Developmental Disability Supported Employment Council, on the Ocean State Supported Employment Network, and assists with Association of Community Rehabilitation Educators (ACRE) instruction at The Sherlock Center.

Arc Hennepin County in 1982 as Community Services Director and was promoted to Executive Director in 1986. In 2006, the metro chapters merged to become The Arc Greater Twin Cities and Kim was named CEO. Kim has advanced many initiatives to improve the lives of people with intellectual and developmental disabilities (I/DD) and their families, including Sibshops, FutureLife Options, the Abuse Prevention Initiative and the rejuvenation and expansion of Minnesota Consortium for Citizens with Disabilities.



Kirk Kramer

*Partner, The
Bridgespan Group,
MA*

Kirk Kramer joined the Bridgespan Group in 2005 as a partner in the Boston office and currently serves as the head of its Leadership practice. He has over 30 years of global for-profit and nonprofit consulting experience in strategy, organization, and operations. He has written extensively on leadership topics in the nonprofit sector and is co-author of Nonprofit Leadership Development: What's Your 'Plan A' for Developing Future Leaders.



Kim Einloth

*Senior Director,
Perspectives
Corporation, RI*

Kim Einloth began her career at Perspectives Corporation in 1989 as a job coach at Alternatives Job Placement Center. While finishing her degree in Psychology at University of Rhode Island, Kim advanced her career from direct support to various management positions in vocational and residential services. Kim was promoted in 2003 as a Senior Director, and currently oversees Perspectives Adult Day Services, Employment Services and Independent Living Services programs.



Kristen McKiernan

*Senior Executive
Officer,
Communications, The Arc, DC*

Kristen McKiernan joined The Arc in 2011 after working on Capitol Hill and on various Congressional campaigns for ten years. She most recently served as Deputy Chief of Staff and Communications Director for Congressman Chris Murphy (CT-5), who is now a U.S. Senator representing Connecticut. Kristen also served as Communications Director for Resources Committee Ranking Member Nick J. Rahall (WV-3), representing his views on issues including energy policy, conservation and other



Kim Keprios

*Chief Executive
Officer, The Arc
Greater Twin
Cities, MN*

Kim Keprios has devoted more than 33 years of service to The Arc Greater Twin Cities and its work in the community. She joined

environmental matters to national and local press outlets. Kristen grew up in Connecticut and has an uncle with Down syndrome who has been a big part of her life. Kristen found The Arc as she was looking for a professional opportunity that allowed her to use her crisis and policy communications skills honed on Capitol Hill and on political campaigns, and granted her the opportunity to work for a mission-driven organization.



Leah Eustace

Principal & Managing Partner, Good Works, Canada

Leah Eustace is Principal and Managing Partner at Good Works, a boutique philanthropy consulting agency based in Canada. An idea-generator and strategic thinker with a wide and varied background in charitable fund development, Leah works with clients to help tell powerful stories through direct marketing, cases for support, legacy giving and social media. Leah was instrumental in securing over CA \$700,000 in grants to support diversity initiatives in Ontario. In 2014, Leah earned both her Advanced Certified Fundraising Executive (ACFRE) accreditation, and was honored with the Association of Fundraising Professionals (AFP) Ottawa Chapter Outstanding Fundraising Executive Award.



Marty Ford

Senior Executive Officer, Public Policy, The Arc, DC

Marty Ford leads the five-person Public Policy team representing The Arc on Capitol Hill and before federal agencies. With 29 years of experience, Marty is a recognized leader in federal policy issues affecting people with disabilities, particularly long term services and supports, Medicaid, and Social Security disability issues, and has testified numerous times before Congress. She served three years

as Chairperson of the Consortium for Citizens with Disabilities (CCD), a coalition of over 110 national organizations. She also serves on the Board of Directors of the National Academy of Social Insurance and Advance CLASS.



Michele Berard

Senior Development Officer, Rhode Island Community Foundation, RI

Michele Berard is an experienced nonprofit professional with expertise in strategy development and implementation, philanthropy, and marketing programs. Researching industry trends and successes have enabled Michele to develop strategies that positively impact the organization with which she is affiliated. She has raised over \$20 million for healthcare, social service, humane and environmental organizations.



Patricia Nobbie

Program Specialist, Administration for Community Living, DC

Patricia Nobbie, Ph.D., is a Program Specialist at the Administration for Community Living, which addresses the community living service and support needs of both the aging and disability populations. She works in the Center for Disability and Aging Policy on several initiatives including implementation CMS rules for home and community based services, family caregiving, employment for people with disabilities and program evaluation.



Rachel Patterson

Director of Public Policy, Christopher and Dana Reeve Foundation, DC

Rachel Patterson promotes the Foundation's mission to provide health, long-term services & supports, and family support policies. She has a M.P.Adm degree in Public Administration from the Maxwell School of Citizenship and Public Affairs at Syracuse University. Her work in disability is inspired by her sister Amy, who has intellectual and developmental disabilities and lives in the Seattle area.



Robin Shaffert

Senior Executive Officer, Individual and Family Support, The Arc, DC

Before joining The Arc, Robin Shaffert was the Policy Director for the Caring Across Generations campaign, which is a coalition of over 200 diverse organizations committed to reforming long term services and supports for seniors and people with disabilities. Robin also served as Senior Director of Corporate Social Responsibility for the American Association of People with Disabilities (AAPD), where she led AAPD's participation with Workforce Flexibility 2010 and the Campaign for Disability Employment.



Steve Kroll

Executive Director, NYSARC, NY

Steven Kroll is the Executive Director of NYSARC. He came to the position in 2015 after serving as Vice President of Governmental Affairs and External Relations at the Healthcare Association of New York State (HANYS) for the past 19 years. Steve has almost three decades of federal and state policy development and advocacy experience and trade association leadership. His professional background also includes serving as a Legislative Assistant for Health Care and Education to the United States Senate, an Associate Director of the American Hospital Association Office

of Federal Relations in Washington, DC, and the Interim Executive of the Nassau-Suffolk Hospital Council.



**Thomas
LaSalvia**

*Senior Consultant,
Raffa, DC*

Tom LaSalvia has over 25 years of executive leadership and management consulting experience, with a sector focus in community sustainability, public health, and education. Tom has provided executive transition management, organizational sustainability, and executive coaching services across multiple public and private industry sectors. His experience includes the development and implementation of community advocacy and communications programs, resource development, and multi-stakeholder engagement, both domestically and internationally.



**Tina
Campanella**

*Chief Executive
Officer, Quality
Trust, DC*

Tina has been the Director and Chief Executive Officer of Quality Trust since its inception in 2002. In over 35 years of experience working on behalf of children and adults with developmental and other disabilities, her work has included providing direct support, administering programs and serving as an expert consultant regarding quality improvement and organizational development throughout the US and abroad. She is an exceptional thinker and leader with expertise in program development, person-centered approaches and service quality management. Tina and Quality Trust serve as a strong, independent advocate for individuals and families and are leading efforts to improve community systems and supports.



Tony Anderson*

*Executive Director,
The Arc of California,
CA*

Tony Anderson joined The Arc of California in 2003 and serves as Executive Director and principle lobbyist. In this capacity, he serves on numerous state and national boards and commissions, and is the past national President for the executive directors of The Arc. He has worked in the leadership for the Napa County Department of Health and Human Services and was appointed to serve as Deputy Director for Governor Gray Davis responsible for Policy, Planning & Governmental Relations for the California State Council on Developmental Disabilities.

the DOJ legal team enforcing the Rhode Island Consent Decree. The Consent Decree is the nation's first statewide settlement agreement vindicating the civil rights of individuals with disabilities who are unnecessarily segregated in sheltered workshops and facility-based day programs. The settlement agreement resolves the Civil Rights Division's findings that the State's day activity service system over-relies on segregated settings, including sheltered workshops and facility-based day programs, to the exclusion of integrated alternatives, such as supported employment and integrated day service.

FIRST TIME ATTENDEES



**Vernetta
Walker**

*Vice President and
Chief Governance
Officer, BoardSource, DC*

Vernetta Walker, JD, is Vice President of Programs & Chief Governance Officer for BoardSource. She has worked with many national and international nonprofit organizations addressing a wide range of governance issues, from how to start a nonprofit organization, to improving board engagement and performance, and restructuring complex entities. Her areas of expertise include board roles and responsibilities, board self-assessments, understanding conflicts of interest and legal compliance, exceptional practices, and transformative governance.



**Victoria
Thomas**

*Trial Attorney,
United States
Department of Justice (DOJ), Civil
Rights Division, Disability Rights
Section, DC*

Victoria Thomas is a member of

Audra Barozzini, PA
Marilee Boylan, CO
Tim Brown, MA
Maura Buckley Sullivan, MA
Jessica Butrica, AL
Lara Chiaverini, CT
Kevin Crosley, NY
Hartmuth Csanadi-Schwartz, MD
Doug Cunningham, IA
Leigh Ann Davis, DC
Richard Davis, MD
Ashley Dennis, CT
Joann DiStefano, MA
Kathleen Durkin, MD
Charlie Fiske, MA
Cyndi Gavlick, MA
Jean Goldsberry, MA
Bob Harris, MA
Pete Hathaway, AZ
Kathleen Hinnigan-Cohen, NJ
Meghan Horan, CT
Cindy Howard, MA
Richard Hunt, IL
Kathy Hunt, RI
Maryann Hyatt, MA
Greg Ives, NC
Bobby Johnson, LA
Bonnie Jones, CT
Nicole Jorwig, DC
Scott Kadey, CT
Monica Karavanic, VA
Leslie Kinney, MA
Michael Klatt, MN
Patricia Knuth, NY
Geri Kogut, CT
Chad Krause, MA
Maryclare Kretsch, PA

* NCE Steering Committee Member

Steve Kroll, NY
 Shawn Kros, MD
 Raven Labiche, LA
 Louann Larson, MA
 Pat Leo, PA
 Suzanne Liberi, NJ
 Molly Little, NY
 Kerry Mahoney, MA
 Robert Malone, MD
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 Scott Stiles, NY
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 JoAnne Wahl, MA
 Vila-Sheree Watson, DC
 Maureen Westcott, PA
 Shaloni Winston, NY
 Gin Woolsey, CO
 Dana Zinck, PA

SCHOLARSHIP RECIPIENTS

Jessica Butricia

The Arc of Autaugae/Western Elm, AL

Doug Cunningham

The Arc of Iowa, IA

Richard Davis

Director of Public Policy, The Arc Maryland, MD

Felicia Spiess

Development and Events Coordinator/Human Rights Coordinator, The United Arc, MA

Monica Karavanic

Residential Director, The Arc of Southside, VA

Mary Claire Kretsch

Deputy Executive Director, The Arc of NEPA, PA

Nicole Peske

The Arc of Bismarck/The Arc of North Dakota, ND

Bhakar Singh

Chief Operating Officer, The Arc of Ulster-Greene, NY

Beverly Standridge

The Arc of North Florida, FL

Maureen Westcott

The Arc of Lancaster County, PA

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Donate to this year's Silent Auction at The Arc's National Convention in Indianapolis on October 3-5 by filling out the yellow form in your SLI tote and returning it to the registration desk. Proceeds support scholarships for NCE events.

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W.B.MASON**

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